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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants' personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on Henry and Wilma Walking Woman, an American Indian couple with an infant son. The follow-up study reports that the couple resigned the program due to marital problems and Henry's drinking problem and that they are presently separated, living with their respective families. (Names in these studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). Specific documentation for the instruments utilized in the study are included in both of these related documents. (BM)

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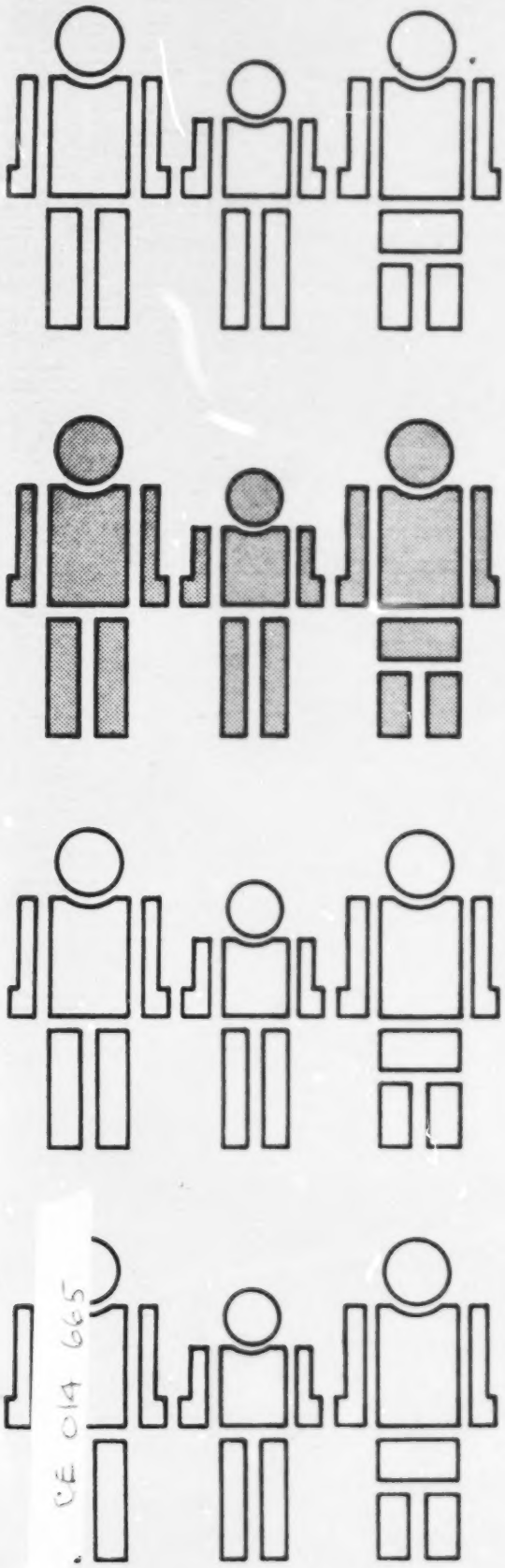

CASE STUDY REPORT #9

Henry and Wilma Walking Woman

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MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

HENRY AND WILMA WALKING WOMAN

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June, 1975

A Product of Research Services Division
David A. Coyle, Director

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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 25 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Documentation for the instruments utilized in the study are included in both Case Study Report 1 and Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

David A. Coyle
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Services Division

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CASE STUDY REPORT

HENRY AND WILMA WALKING WOMAN

BACKGROUND

Prior to Mountain-Plans, Henry and Wilma Walking Woman lived with their infant son Clifton, in a seven room house with Henry's aunt and her family, in Pine Ridge, South Dakota. In their early twenties, Henry and Wilma are both of Sioux Indian background. Henry, a Vietnam veteran, had not worked regularly since mustering out of the army some 2 years previous--although he had worked on and off as a "laborer" for Operation Mainstream. Henry quit school after the eleventh grade and Wilma after the tenth. This is Wilma's second marriage--her first husband was killed in an automobile accident. The family did not receive welfare support although their annual income was only some $1500.[1]

PROGRAM PARTICIPATION

The Walking Womans entered the program in July 1973 and departed in October 1973. They did not complete the program. From the day the Walking Womans entered Mountain-Plains they were a "constant problem". Marital communication was non-existent--Henry and Wilma might have lived in two different worlds. As a result of the severe marital disharmony, Henry drank to excess which in turn compounded the marital problems, often resulting in physical fights, lock-outs and frequent involvement with law enforcement officials. Henry and Wilma's problems spread to their

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[1]They did receive various tribal benefits such as free medical care.

neighbors as well. For example, when Henry "disappeared" for two days Wilma decided she had been deserted, packed her bags, borrowed bus fare from neighbors and started for home. In return for the bus fare the neighbors were to have all the things left in the Walking Woman's house. At the bus station, Wilma discovered Henry (somewhat sobered up after a lengthy drinking bout). They returned to their house on center where Wilma, angry with the neighbors because they had taken her plates, silverware, Henry's clothes, etc., publicly ranted and raved. This small issue became a large conflict involving Counseling, the two families, law enforcement, other neighbors and a variety of not very helpful self-appointed advisors.

HOME AND INCOME

Today Henry lives with his aunt and uncle in Pine Ridge, South Dakota while Wilma lives with her parents in Ogala[2]--two reservation towns only a few miles apart. In the year since leaving Mountain-Plains the marriage has been continually troubled. Separation was occasioned when Henry's uncle convinced him that "A man had a right to celebrate his birthday." During a week long toot with his uncle, Henry consumed not only all of his money but all the money Henry and Wilma had been saving in the "piggy bank" for Clifton. Wilma "walked out" and went to live with her mother and father. This is the second time in the past year that the Walking Womans have been separated. Wilma says she loves Henry, wants to be with him, but cannot stand his drinking and chasing other women. Henry says he no longer loves

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[2]The Walking Womans were interviewed separately.

Wilma but is trapped because he cares for his son and wants to be with him.

Henry is a quiet, friendly, handsome man of half Indian genealogy. Henry does not speak the Lakota language, however, his family are fairly prominent in tribal affairs and his aunt is an official in the tribal office. Wilma's family, on the other hand, is of full Indian background. She currently resides in Ogala and the older family members speak Lakota exclusively--Wilma says they understand some English and her father can speak English if he has to. Wilma's attractiveness is detracted from as she is some 30 pounds overweight.

Wilma does not work, obtains necessities through her mother--about $500 a year as her share of lease money from tribal land--and receives $80 per month in Aid for Dependent Children money. Wilma pays no household expenses. Her parent's house is a three-bedroom home--a typical reservation version of a tract house built some years ago in a tribal housing development. The house is beginning to show signs of age, the front door latch is missing, the door itself pushed or pulled open and wedged shut. In addition to Wilma, her parents, and Wilma's young son, Clifton, her daughter Cynthia by the previous marriage, her seven brothers and two sisters (ranging from nine to eighteen years of age) all live in the house. None of the household members are employed.

Henry resides in his aunt's home, a very impressive four-bedroom house constructed in the main reservation town. His aunt has four children ranging in age from 11 to 4. Henry has his own room and a full basement pro-

vides adequate living space. The living area might be best described as the section wherein live the Indian aristocracy.

When not drinking (the only condition in which the interviewer observed Henry) he is quiet but communicative, open, friendly, intelligent, and just an all-around agreeable fellow to be with. When drinking, however, he has a reputation as one of the "town toughs." (The interviewer observed considerable frustration and repressed hostility in Henry and it is easy to believe he could become a terror when alcohol releases repressions.)

COMMUNITY PARTICIPATION

Neither Henry nor Wilma have been or intend to be involved with the community in any way--nor do either feel they have any responsibility to the community. Henry's favorite activities are basketball, hunting, fishing, drinking and cards. Wilma's only past-time is playing cards. (They are not involved together in any activities because of the separation. However, it appears they were rarely mutually involved in community activities when they were together.)

PERSONAL AND SOCIAL DEVELOPMENT

Henry scored at the norm on powerlessness and somewhat above the norm on anomie. (See Figure 3.) Wilma, however, scores far above norm on both powerlessness and anomie. These scores are entirely consistent with both the interviewer's observations and the cultural backgrounds of both Henry and Wilma. (Even on the reservation, much of "society" is dictated by white bureaucracy--with which Henry has both experience and facility

but which is totally alien to Wilma with her "real Indian" background. Wilma refused to complete the trait list pre-post Mountain-Plains, saying Mountain-Plains did not affect her in any way--probably true. Henry, on the other hand, lists himself as improved for every trait on the list as a result of Mountain-Plains. However, he reports, the change did not take place at Mountain-Plains, rather, after he failed Mountain-Plains, "I got to thinking about all the things that had happened and decided that I'd better shape up." He feels he is now more punctual, his attendance at work is better, he has more confidence and self-control, and that his self-knowledge, confidence, industriousness, accuracy and acceptance of responsibilities for tasks, has improved greatly as has his cooperation, perseverance, and social contact. Additionally, Henry feels he is now more courteous, dependable, ambitious, as well as more personally responsible. He credited most of his gains to his first counselor at Mountain-Plains whom he regarded highly. Counseling, Henry reported, helped him with various variables but that particularly, as a result of group counseling and discussions, he was no longer so shy. Additionally, he says, counseling helped with his self-confidence, self-knowledge, and self-control, as well as his cooperation, courtesy, and social contact. He reported that Career Guidance helped him as well--particularly with punctuality and attendance but also with dependability and responsibility. Again, however, Henry emphasized that the lessons did not sink in until after he had left Mountain-Plains. The only thing that happened while he was at Mountain-Plains was Henry became "less shy."

Henry reports being a bit dissatisfied with his life whereas Wilma says she is neither satisfied or dissatisfied. Both Henry and Wilma said they have had good and bad breaks. Wilma recalls that her good break was her first husband, "He had a good job and a house and he came home to me with the money and never caused me any trouble." She said her bad break was her second husband, "and my life ever since I met him." Henry declared his good break in life to be Mountain-Plains, "but I just blew it." He said his second good break is his current job--both "getting it" and "keeping it." Henry reported his bad breaks as his marriage splitting up and the mistake of "quitting" Mountain-Plains.

Wilma is satisfied with her return to Oglala, "where there is nothing to worry about." (Away from the constant criticism of in-laws who, she says, "are just half-breeds who knock Indians.") Henry reports the things that give him satisfaction are payday and seeing and playing with his son. Wilma said she currently finds nothing satisfying. Wilma is unhappy about her husband and family situation, and wants her own house, and a good job. Henry said the things that make him feel bad are his marriage and an inability to make up his mind about what he wants to do in life. Wilma said the thing that gets her down most is just "thinking back about my first husband and how good life was then." Both feel they can influence their future. Wilma indicated her resolve to "stay away from Henry," to "get away from here" (meaning the reservation) and to "get some more school." Henry said he intends to get more education and, "I'd like to maybe go to church more someday and settle down and drink less." Both Henry and Wilma feel

they cope with everyday problems well, but Wilma is unable to give an example. Henry remarks he has finally accepted the fact that his marriage is not going to work and he is going to lose his son, but, he says, "it still hurts."

EMPLOYMENT

Wilma is unemployed. Henry works as a carpenter trainee for the Oglala housing authority at $2.00 per hour. He reports enjoying the work and feels he is doing well. He rated all aspects of his work--co-workers, benefits, skills, supervisor, overall environment, policies--as good. He is undecided about his salary--he is happy to be earning money but, like many people, would like to have more. Henry says he likes the work, particularly "making housing for old people who are living in shacks. It makes me feel good to see them going to a new house." He sees himself getting things done, feels useful, and likes the feeling. He reports satisfaction at "learning something. I like to learn" and says there is nothing major he dislikes about his job. "Sometimes it's cold and sometimes you get sawdust in your eyes, but basically it's okay." He does not recall noticing negative aspects to his job and there have been few problems for him. Henry's JDI scores support his subjective judgment. He scored at the 70th percentile on work, 35th on pay, 83rd on promotions, 78th on supervision and 55th on co-workers (See Figure 1.)

Henry scored at the norm on work motivation and below the norm on work alienation indicating that his work motivation is average and that he is not alienated from his work. (See Figure 3.)

Henry feels he does well on the job. This rating was confirmed by his supervisor who rates Henry's overall performance at the 72nd percentile, specific work performance at the 55th, conformance at the 70th, dependability at the 75th and personal adjustment at the 99th percentile. (See Figure 1.) His overall value as an employee was rated at the second quartile. Henry's supervisor reports the quality of his work as "pretty good, he's about the third best out of ten trainees on the job." The supervisor said that Henry's attendance was "pretty good," that in 4 months "he's missed six or seven days,[3] but when he misses, he calls in." He reports Henry's general attitude as pretty good, "He wants to learn and isn't afraid to ask questions." His supervisor commented that Henry gets along with both fellow workers and supervisor "good." The supervisor says "He does good work, he doesn't get mad when you correct him like some do." Clearly, the overall supervisor rating confirms Henry's feeling that he is doing well on the job. Particularly, Henry's dependability and reliability are marked departures from his Mountain-Plains performance.

RATING THE MOUNTAIN-PLAINS PROGRAM

Henry rated Mountain-Plains as a positive influence in his life whereas Wilma reported it as a neutral influence. Among the Mountain-Plains segments attended, Henry rated all as of much or some value with the exception of job training which he said was of little value, "They only did book

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[3]Most of this during his birthday toot with his uncle.

work and it wasn't any good."[4]

Wilma rated all aspects of Mountain-Plains as of little or no value to her, saying "there was no useful parts to Mountain-Plains." The least useful segement of Mountain-Plains, according to Wilma, was "the bar."[5] Unable to rate any single part of Mountain-Plains as "most useful," Henry says, "they were all okay."

Henry said he would probably return to Mountain-Plains even knowing all he know knows about what would take place. Wilma says she would probably not return. At least, Wilma observed, she would not go back under the old circumstances but, "I would maybe go back alone now if I could. I would've stayed there then if they'd not told me I had to file for divorce." Overall, Henry rated Career Guidance as the least useful segment of the program for him.

Henry surmised he did not "go far enough" to say whether the job skill learned at Mountain-Plains was adequate, but "what I got wasn't." A suggestion to his skill training area was, "not so much book work but more with the stuff." He said "I got tired of book work and so did everybody else." Henry feels his foundation education was inadequate, nevertheless, it has been enough for his purposes, "But then again, I didn't finish math."

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[4]Henry likes to read so his dislike of book work does not stem from a dislike or fear of reading.

[5]An opinion shared by many Mountain-Plains counselors and advisors. Incidently, for non-believers, the bar is not an official part of the Mountain-Plains program.

English was rated as adequate, "But I didn't take any at Mountain-Plains--I tested out." Henry said he would not change occupational choices--that if he had a choice he would still like to take mechanics. When asked for suggestions regarding Career Guidance and Counseling, Henry recalled there were too many forms to fill out, too much paperwork, but "the slides and the reading were okay I guess." Wilma made no suggestions for Career Guidance although she did complain that "because of babysitting problems, you couldn't really even go to school. The babysitters was white and they're prejudiced against Indian babies." Wilma made no suggestions to Counseling, offering instead, "it didn't do any good. We used to tell our troubles but nothing ever changed." It emerged during the interview that Wilma believed once she verbalized problems and nothing changed, it was the counselors (or Henry's) fault. Henry responded that, "Counseling was good the way it was. I was really scared when I went but after, I was really glad I did." The interviewer prompted Henry by saying some students felt that Counseling should not be required. "I wouldn't have gone through if I didn't have to," Henry responded. "But now I'm really glad I did."

Both Henry and Wilma report no change in their health status--either prior to, at, or since Mountain-Plains. Their only medical visits have been regular check-ups for Wilma and the children. Henry has been to the doctor twice as a result of an auto accident. Both report this to be about the same level as before Mountain-Plains. Henry and Wilma say they have confidence dealing with health problems, but that this has always been the case. Wilma reports being able to make ends meet financially with the help she gets from

her family and the ADC money, but is angry because, "Henry don't give me no money at all." Henry stated he is able to make ends meet financially. Both report having always been able to manage money--that they have never been "ones for going into debt." Both declare they understand their son and have no trouble with him. Clearly, neither Henry nor Wilma believe they were impacted by the core curriculum.

FEMALE INTERVIEW

Wilma reports being happy with herself physically, with the way she looks and feels. She has full confidence in her ability to do all home care tasks, and says she always gets things done and has time for herself. When living with Henry, Wilma says, he never helped around the house. She reports two things she does outside the home as visiting friends and playing cards--she participates in no organized activity. Wilma says she dislikes organized activities--sewing circles, bowling with the girls--because "these kind of things are not Indian traditions and I don't have a car so there's really no chance anyway."

Wilma expressed dissatisfaction with both her husband and her role in relation to her husband; however, she is satisfied in her relationship to the extended family and feels she is appreciated by them. She did not participate in occupational preparation while at Mountain-Plains because "you couldn't trust the babysitters." However, Wilma says, now "I know how important it is. I'd be willing to take a chance." She says she does things for herself, not just for Henry and the baby. Wilma recalls she used to feel guilty when she did things just for herself but no longer does. She reaches out more,

Wilma reports, more initiative--or at least tries to--but is uncertain she succeeds. Unable to state whether she is satisfied with her role as a woman Wilma says "I can't say. I think I'm okay the way I am but I think maybe my husband has it easier." She likes herself, at least thinks she does, but is uncertain if she would want herself for a friend. "I don't have any really close friends," Wilma says, although she could not say why she might make someone a good friend.

Henry never did talk about his job with her, Wilma says, and consequently she did not know what he did on the job. When they were together, she says, he made all decisions alone and she was never consulted. They did not talk over childraising problems although Wilma handled the disciplining, "Henry only yells." Wilma is unable to see any change in Henry since Mountain-Plains "Except he's maybe worse now." When asked in what way, Wilma replied, "He's more immature acting." The problems they have now are seen by Wilma as the same ones taken to Mountain-Plains, although according to Wilma, they are more serious now since the family has "split up." Indeed, Wilma has less hope now that "things are going to work out," than formerly.

SUMMARY

Wilma declared Mountain-Plains to be negative as the married men chased the single (female) heads of household, the child care was bad--the baby-sitters were prejudiced against Indian babies, and people should be allowed to pick out their own classes. She recalls consumer education and budgeting

as "a total waste of time." Wilma did not want the "extra stuff besides training. I just wanted training and I didn't like the rest of it. I intended to take English and secretarial training, but I got frustrated by all that other and said to hell with the whole thing." There were, Wilma says, "no good parts of Mountain-Plains at all."

When asked why she thought Indians had difficulty finishing the program, she said. "They get into drinking and running around. Lots of Indians have trouble with drinking. Most of the Indians I know have that problem. Henry's father was a drinker. The family used to beat the hell out of him when he was small but he didn't get no discipline when he was older. Henry is like a lot of Indians."

Henry thought the good parts of Mountain-Plains were "the counselors and the people at 49."[4] As for the bad parts, "There was nothing really bad, but there was too much paperwork, and it was too far from town. You could go buggy! The transportation was bad--the buses weren't dependable. You never knew if they were gonna show up. This was even worse than if there wasn't a bus--then you would know you were gonna have to walk. Even grocery shopping was a hassle."

Henry was uncertain why the family left Mountain-Plains, "We had lots of marriage problems. My wife would nag me when I went out so I went out

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[4]The community workers are located in Building 49.

more to stop getting nagged. So I would go drink and raise hell and my wife was even worse there than she was on the reservation. So we just finally left." When asked specifically why Indians, in general, had difficulty completing the program, Henry replied (1) the change from reservation life. "Some of them just go hog wild. On the reservation a lot of times the only thing there is to do is to drink and they start going to the club and drinking because that is the thing they know." (2) Isolation. "You don't have enough friends, there's not enough from the area that you know to give you any friends. But then, the people that you did know would want you to drink--even when you're trying to stay straight." (3) Babysitting. "Indian women don't trust others with their kids unless it's their own family." Unlike Wilma, Henry did not necessarily think that "white" babysitters were prejudiced, just that "It's a fear that Indian women have."

Both Henry and Wilma were observed to have very poor self-concepts at the time they entered the program; although no formal self-concept test were taken at that time. Currently, both exhibit an uneven self-concept profile (See Figure 4). Both Henry and Wilma score some 1½ standard deviations below the norm on total self-concept. Only on physical self-concept does Henry score above the norm. The only other variable on which Henry scores within a half standard deviation of the norm is personal self-concept. Henry's lowest self-concept is in the family area where he scores 2½ deviation below the norm. Wilma's self-concept score is less jagged. She scores about a standard deviation low on all variables. Her lowest self-concept scores are behavior (she does not value her actions) and social contact (she does not

see herself as adequate in social interactions). Scores for both Henry and Wilma are consistent with observed interview behavior and other available data. Both scored exactly at the norm on self-criticism, indicating they took the test honestly and probably view themselves accurately.

INTERVIEWER COMMENTS

The story of Henry and Wilma Walking Woman is pathetic, tragic, depressing. The interviewer found himself responding positively to both Henry and Wilma, he liked them. He had not known them while they were in the program; although, he was aware they had deveioped a reputation--as one gossip put it, "Drunken Indian bums. The kind of Indians that give other Indians a bad name." Never was it brought to the interviewer's attention that Wilma came from a family that was largely illiterate, the parents living in an isolated corner of the reservation, fluent only in Lakota. Never did it come to the attention of the interviewer that Wilma was proud of the facility she gained in the use of English--in spite of no home use. Never did it come to the interviewer's attention that Henry was a Vietnam combat veteran.

The tragedy of the Walking Woman's is that they live in entirely different worlds. Henry, a product of a broken home with an alcoholic father, exposed to "white" social institutions from day one, and with considerable experience in dealing with these institutions--including the military. Wilma, a totally traditional Indian. Wilma's only interests are her home, herself, her family. Henry is very serious and outward looking, his interests including such "non-Indian" pursuits as reading. (At one time his hobby was reading sci-

ence fiction and his English skills were such that he prevalidated that area at Mountain-Plains by test.) Wilma cannot understand Henry's need to explore the world and Henry cannot understand Wilma's need to totally possess him within the home. From this basic misunderstanding stem others; drinking, infidelity, constant arguments, misperceptions.

Henry has been trying hard since Mountain-Plains to live a more responsible life. He has become a responsible worker and has done so despite contrary reinforcement in his home environment--his relatives. (His uncle is a paragon of irresponsibility!) Henry is outward looking and intelligent, what a high school counselor might call "definite college material." Interested in the world around him, Henry is trapped on a reservation with no outlet--and he drinks. Unwittingly, his wife has become a part of that trap.

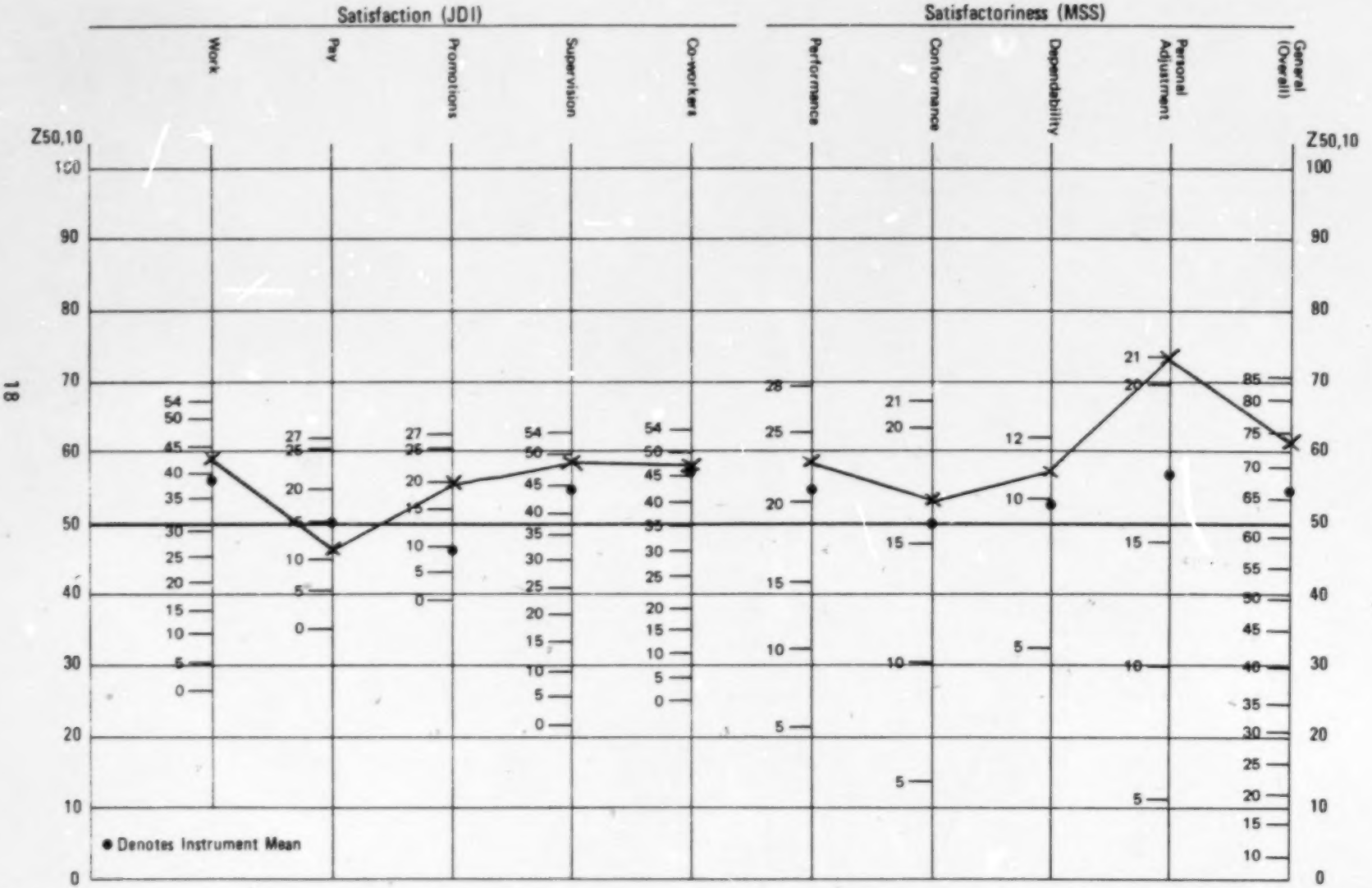
It is impossible to predict the future of the Walking Womans. The indicators are just too contradictory. On the one hand Henry still drinks, has escapades, and a reputation as a local tough. On the other hand, his work behavior and interpersonal skills have improved dramatically. Wilma, has not changed--not at all. Her total focus remains herself and her family. She compares everything to her first marriage- the husband who came home, handed her his paycheck and sat around quietly with no other interest.

In all previous reports reaching the interviewer, Henry was projected as "the heavy." Nevertheless, it was clear in the interview that Wilma is rigid in her expectations, naive and immature in her perceptions of the world. Totally unwilling to credit any value to Henry's world view, Wilma appears

opposed to his even having one. Again, the interview with the Walking Womans was a depressing experience, the interviewer responded strongly and positively to both and was overwhelmed by the hopelessness of their current situation. Indeed, the Walking Womans live in two different worlds thirteen miles apart on one Indian reservation in a corner of South Dakota.

Figure 1

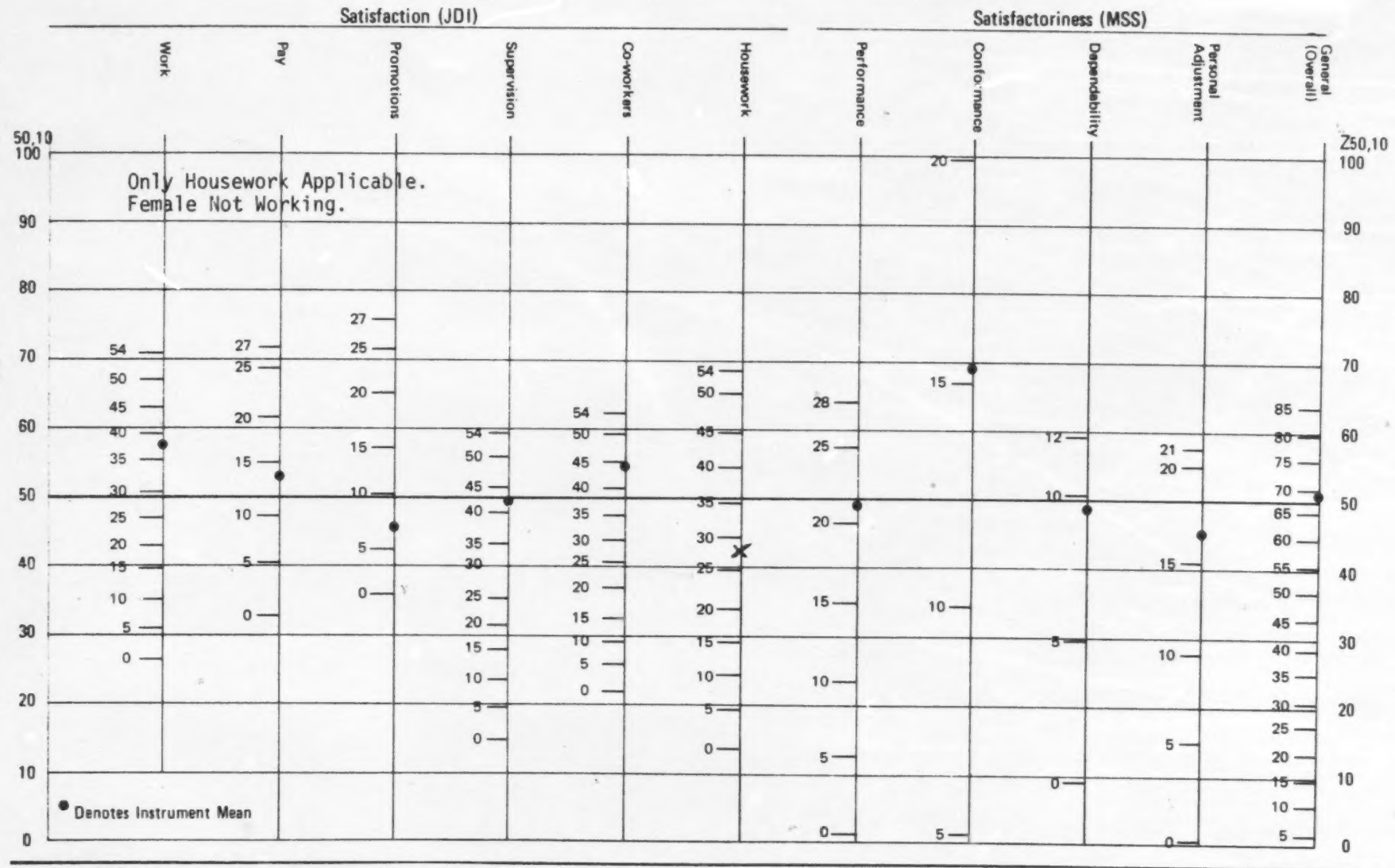
SATISFACTION AND SATISFACTORINESS – MALE



Note: Profile based on entering student scores.

Figure 2

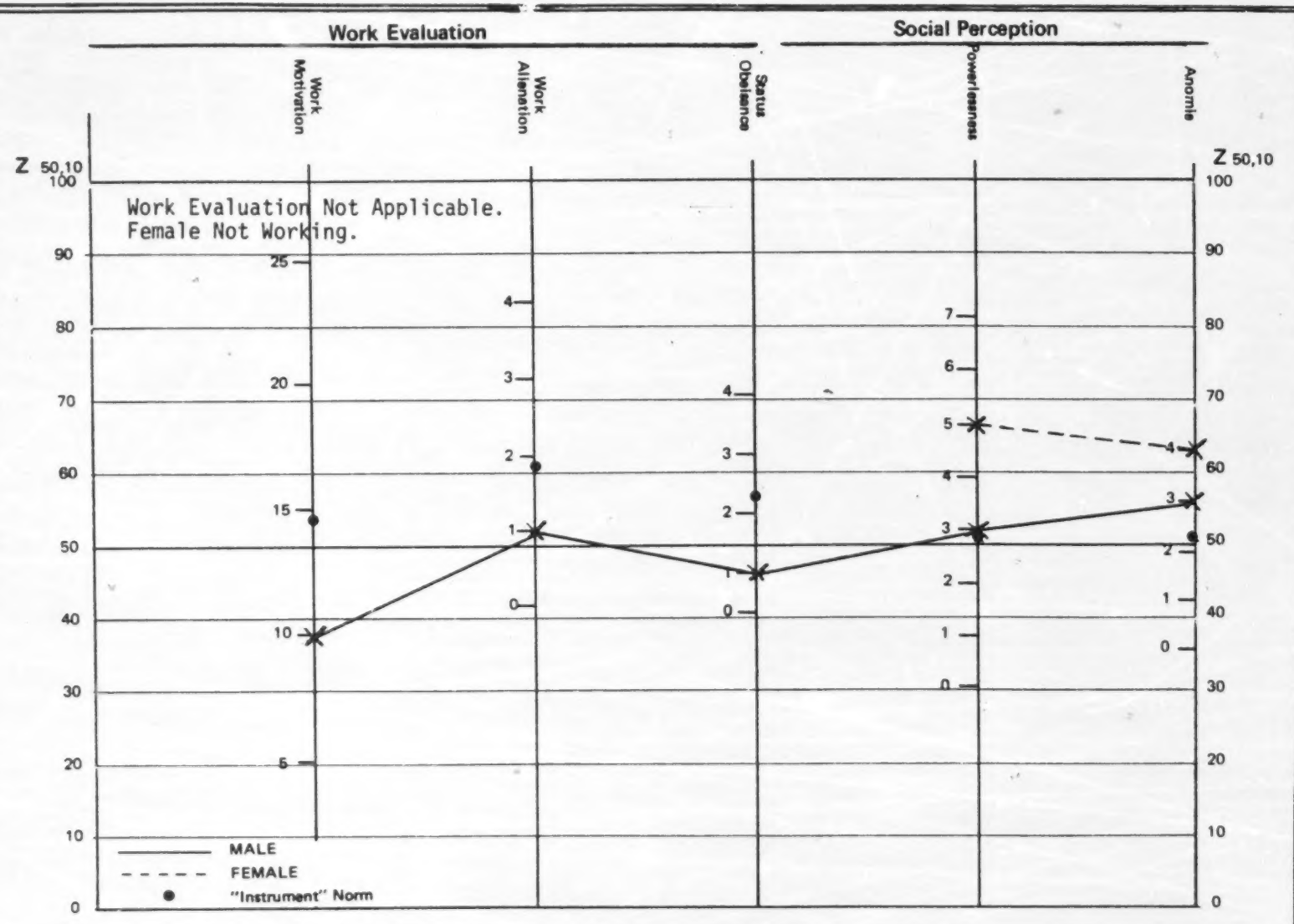
SATISFACTION AND SATISFACTORINESS – FEMALE



Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION



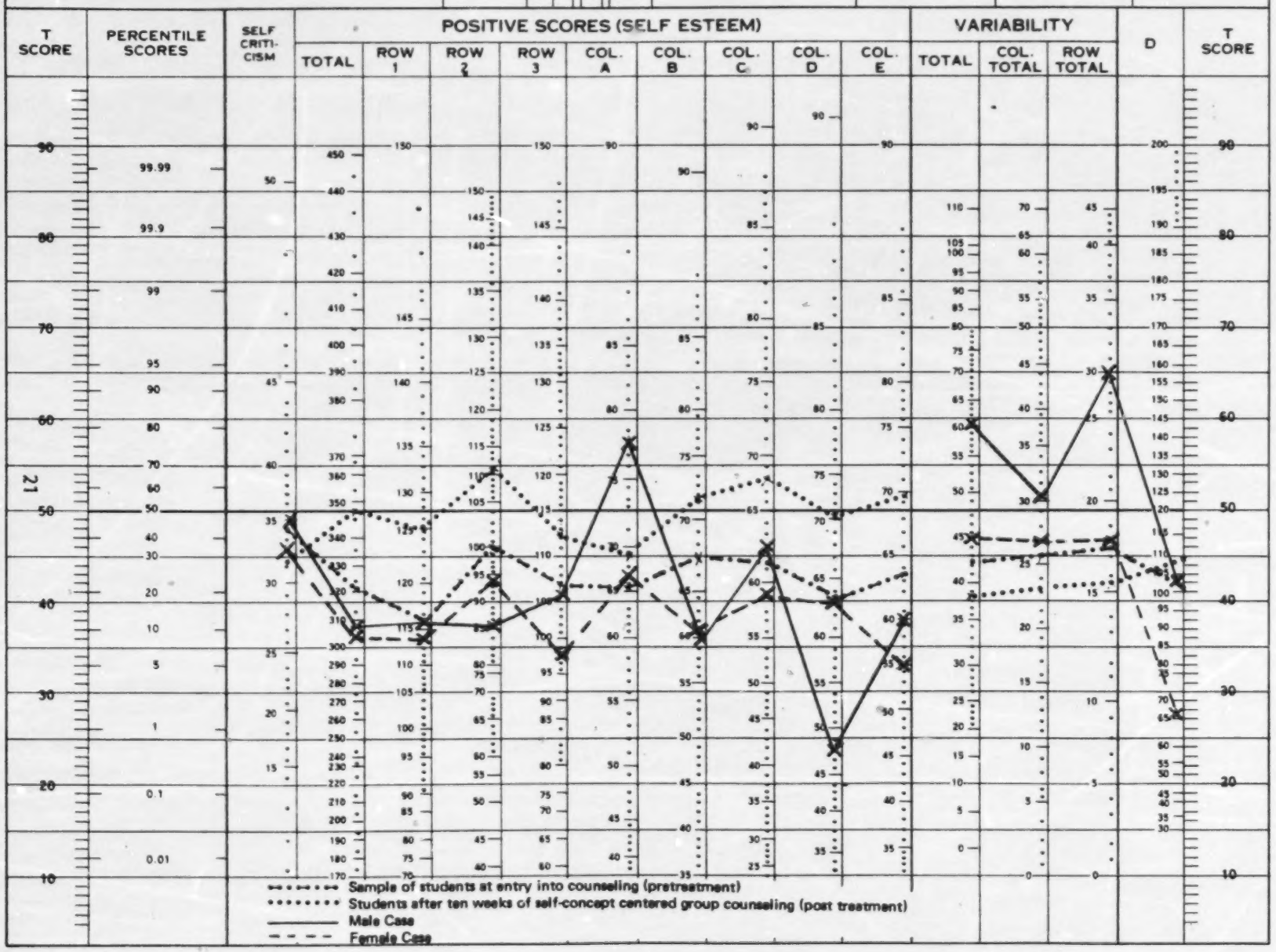
Note: Profile derived from entering student data.

Tennessee Self Concept Scale – Figure 4

PROFILE SHEET

Counseling Form

NAME	SCHOOL GRADE	SEX M F	AGE	DATE	TIME STARTED	TIME FINISHED	TOTAL TIME



Note: This is the standard profile sheet for the TSCS.

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Male					Female			
High		Low			Low		High	
Much	Some	Little	None		None	Little	Some	Much
		●	- - - - -	Job Training	NA			
	●	- - - - - - - -		Math	NA			
			NA	English	- ●			
	●	- - - - - - - -		Career Guidance	- - - - -		●	
			NA	Work Experience	NA			
	●	- - - - - - - -		Counseling	- ●			
	●	- - - - - - - -		Consumer Education	- ●			
	●	- - - - - - - -		Community Development	- ●			
	●	- - - - - - - -		Recreation	- ●			
	●	- - - - - - - -		Health	- ●			
			NA	Home Management	NA			
			NA	Early Childhood	NA			

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

	Male		Female	
	Improved	Regressed	Improved	Regressed
Punctuality				
Attendance				
Self-Confidence				
Self-Control				
Self-Knowledge				
Competence				
Industriousness				
Accuracy				
Accepts Responsibility (tasks)				
Cooperation				
Courtesy				
Perseverence				
Social Contact				
Dependability/ Reliability				
Responsibility (personal)				
Ambition				

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

	Very Positive	Positive	Neutral	Negative	Very Negative
Male	o				
Female			x		

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No
Male		o			
Female				x	

3. "What is your rating for your current life in general?"

	Completely Satisfied	Well Satisfied	Neither Extreme	A Little Dissatisfied	Very Dissatisfied
Male				o	
Female			x		

4. "Rate your success:

		Completely Successful 9	8	7	6	5	4	3	2	1	Completely Unsuccessful 0
The year before M-P."	Male										o
	Female							x			
Now."	Male						o				
	Female									x	
Five years from now."	Male		o								
	Female					x					